



## A Review Process Designed for Family Employees in Family Business

*Will your staff give family employees candid feedback?*

*Can you protect your family and employee relationships and nurture productivity?*

*How will your rising generation develop performance insight and leadership skills?*

### Boost Performance and Protect Lasting Relationships

Reviewing family members in a family-owned business can be uncomfortable for both family and non-family employees. Standard reviews can neglect the complexity of power and relationship in family businesses.

What's more, receiving positive feedback on performance from a more unbiased non-family perspective can have a powerful impact.

### Candid Feedback for Business and Personal Success

**Relative Review 360™ (RR360)** is a web-based, 360-degree review tool that addresses the unique challenges facing family employees.

RR360 helps family businesses succeed at:

- Career-pathing family employees for leadership positions
- Helping current leaders navigate their dynamic environment

### How It Works

1. Continuity educates your HR / business team on the RR360 process.
2. The subject completes a self-evaluation.
3. Your selected reviewers supply individual feedback in a confidential, online format.
4. Continuity protects individual reviewer anonymity by summarizing feedback. The results can be delivered by the subject's manager or a Continuity consultant.

*A practical, effective way to identify strengths and growth areas for family employees, improve workplace performance, and strengthen family bonds.*



# How Do Your Family Employees Measure Up?



## Achieve Your Goals: Choosing the Right Reviewers

Each family business is unique. Continuity helps you choose the appropriate reviewers, who might include:

- Managers
- Peers
- Subordinates
- Family or family council leaders
- Board members

## What You Receive

RR360 provides the subject of the review, his or her manager, and senior family leaders in the business with relevant assessments of the family employee around:

- Job performance
- Collaborative skills
- Entrepreneurial drive
- Communication skills
- Self-awareness
- Cultural fit

## Customized for Your Needs and Budget

RR360's flexible structure offers you a range of support options with three levels of service to fit your needs and budget.

### **Each review package includes:**

- **60-minute phone consult** with HR or manager
- **Feedback gathering** from subject + 6 reviewers\*
- **Written summary of feedback** that protects reviewers' anonymity
- **Support for planning effective delivery** of feedback to subject

Some companies find the RR360 report helps their HR team gather more robust information and deliver supplemental feedback most relevant to the family business context.

Others—especially those without an HR team—prefer to have Continuity deliver the feedback as an impartial outsider. In this scenario, Continuity also can provide family business coaching support.

At all levels, Continuity works closely with your designated point person to identify unique challenges and dynamics to consider during the process.

*\* Reviewers may be added at each level, for an additional fee.*

**Prepare Family for Effective Leadership and Career Success**

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